



U.S. Department of Labor Women's Bureau

FY2005 Outlook



*Better Jobs!
Better Earnings!
Better Living!*

Updated 2/2/2005

Women's Bureau Strengthening the Family Initiatives

Group Electronic-Mentoring
Leadership
Value-Added Partnerships
Outreach

All Women's Bureau Projects

➤ Reinforce the President's Management Agenda

Strategic Management of Human Capital

Competitive Sourcing

Improved Financial Performance

Expanded e-government

Budget and Performance Integration

➤ Implement the Secretary's Goals

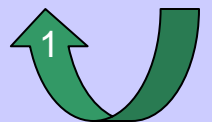
A Competitive Workforce: Better Jobs and Living

A Secure Workforce: Better Earnings

➤ Are developed with a strategic plan

➤ Focus on measurable results

➤ Can be replicated by others



Women's Bureau Strengthening the Family Initiatives

Better Jobs!

- Total employment is projected to increase by 21.3 million jobs over the 2002-12 period, rising to 165.3 million jobs. *Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, February 2004*
- The two largest occupational groups—professional and related occupations and service occupations—will increase the fastest and add the most jobs from 2002-12. They will provide more than half the total job growth during that time period. *Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, February 2004*
- BLS projects that the number of new jobs created for RNs will increase by 27.3 percent between 2002 and 2012 from 2,284,000 to 2,908,000. *Source: U.S. Department of Labor, Bureau of Labor Statistics*

Better Earnings!

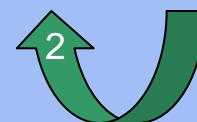
- Of the 59 million wage and salaried women working in the United States as of June 2000, less than half—just 47 percent—participate in a pension plan.
- On average, a female retiring at age 55 can expect to live another 27 years, four years longer than a male retiring at the same age, and needs to save for these extra years.
- Studies indicate that women tend to invest more conservatively than men, receiving lower rates of return from their investment over time, thus reducing the amount of savings they have at retirement.

Source: U.S. Department of Labor, Employee Benefits Security Administration, Women and Retirement Savings, September 2004

Better Living!

- Only 18 percent of married couple families fit the traditional model with a stay-at-home wife and breadwinner husband.
- 26 percent of all children lived in single-parent families.
- 63 percent of women age 16 and over with children under age 6 were in the labor force in 2003.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, March 2003



Better Jobs!



Group E-Mentoring in Nursing

Web-based project using electronic mentoring model to encourage students to explore nursing careers

- Links volunteer nurse mentors with students age 15-21 through email and website
- Features an online Q&A weekly digest with questions from project participants answered by mentors
- Provides information about career opportunities and sources of financial aid

University of Michigan School of Nursing

Manages website and listserv including Daily Digests
Will produce "How-to" Guide

6 Participating Regions: 1, 2, 3, 5, 7 & 8

www.gem-nursing.org



WB-DOL

FY05 Performance Goals

- 360 students registered
- 90 volunteer mentors participating

FY04 Highlights

- ✓582 students enrolled in project
- ✓118 students recommended site to a friend
- ✓202 volunteer mentors from over 70 fields
- ✓65 partners from 29 states and Puerto Rico
- ✓Over 120,000 hits to the website

Better Jobs!

Women with Disabilities Entrepreneurship Project

Provides entrepreneurship training for women with disabilities from culturally diverse backgrounds

**Collaborative project with
Office of Disability Employment Policy**

4 Participating Regions: 4, 7, 8 & 9

Key Project Partners

Womentor Group, LLC, Atlanta, GA
Cobb Microenterprise Center, Kennesaw, GA
First Step Fund, Kansas City, MO
Catalyst Resources, Inc., Denver, CO
Women's Initiative for Self-Employment, Oakland, CA



FY05 Performance Goals

- 75 women will receive assistance to start their own business
- Outreach to women with severe disabilities
- Disseminate a "How-to" Guide

FY04 Highlights

- ✓67 women graduated from entrepreneurship training
- ✓44 graduates have already started a business



Better Jobs!

Online Learning for Women in Transition

Pilot project connecting women transitioning back into the workforce with resources that will help ensure their success

- Uses “high tech” and “high touch” approach
- Web-based program offering group electronic-mentoring and tailored employment information

**4 Participating Regions represented by 4 states:
Ohio, Kentucky, West Virginia, and Arkansas**

Potential target populations

- Spouses of fallen or disabled law enforcement officers, firefighters, and reservists
- Baby Boomers seeking employment after retirement
- Women whose jobs have been outsourced
- Women re-entering the workforce after caring for children

FY05 Performance Goals

- Recruit 200 women
- Other project metrics To Be Determined

New Project

Past Performance

New Pilot Project will:

- ✓Build on the accomplishments of the Bureau's e-mentoring and online learning models

GEM-Nursing, GEM-SET, Wi\$e Up, Online Learning for Single Mothers

- ✓Build on the accomplishments of Better Jobs projects targeting specific populations

Older Women Worker Demonstration Project, Women with Disabilities Entrepreneurship Project



Better Earnings!

Wi\$e Up

Financial security and retirement savings project for Generation X women

- Web-based and classroom-based curriculum which covers topics in savings, investing, budgeting, insurance, credit and debt, and retirement planning
- Website features volunteer mentors answering questions via moderated listserv
- Monthly teleconference calls featuring experts in financial planning; recorded and posted on website

6 Participating Regions: 1, 4, 6, 7, 8 & 10

University of Texas at Dallas

Manages website and listserv including Experts Archive
Will produce "How-to" Guide

www.wiseupwomen.org



FY04 Highlights

- ✓547 participants enrolled in classroom and online components
- ✓Target of 51% completing an action plan exceeded in both components
- ✓8 teleconference calls featuring financial experts reached over 200 women
- ✓1,000 monthly visitors on average
- ✓Expanded to include military spouses

FY05 Performance Goals

- 84 mentors available to 360 participants
- 65% of participants complete an action plan in the curriculum
- At least one out of three participants take an action toward securing her financial future
- Project expanding to private sector partners, including Alcatel



Better Earnings!

Women Managing Those Dollar\$

Financial security and retirement savings conferences for women

- Connect women in targeted communities with financial education materials and local/regional resources
- Host one-day conferences and mini-conferences reaching 150 women each
- Conference attendees use the Wi\$e Up curriculum to create plans of action

5 Participating Regions: 1, 3, 8, 9, & 10



FY05 Performance Goals

Upcoming Events

Project under development, Events may change

- Region 1 event (Boston, MA) for faith-based community
- Region 3 event (Philadelphia, PA) for Asian Pacific Americans
- Region 8 event (Denver, CO) for Native Americans
- Region 9 event (Las Vegas, NV) for low-income women in service industry in Las Vegas
- Region 10 event (Seattle, WA) for Asian Pacific Americans
- At least 50% of participants will indicate they benefited from events

FY04 Highlights

Las Mujeres y el Dinero

Over 4,000 Hispanic women reached through conferences with local partners across the country

Over 2,000 attended Phoenix, AZ Kick Off (10/23-24)

San Antonio, TX (11/15)
Miami, FL (2/21)
Philadelphia, PA (3/27)
Seattle, WA (5/7)
Hartford, CT (6/16)
Kansas City, MO (8/5-6)
Columbus, OH (9/16)
Denver, CO (9/18)
New York, NY (10/16)



Better Living!

Flex-Options

Corporate executives mentor business owners interested in developing flexible workplace policies

- Web-based resources on best practices, challenges, and tips for developing flexible workplace policies
- Conference calls featuring experienced professionals and leaders in the flexible workplace field

6 Participating Regions: 2, 5, 6, 7, 8 & 9

www.we-inc.org



FY05 Performance Goals

- Recruit 60 volunteer mentors
- Register 120 business owners interested in developing flexible workplace policies
- 60% of employers develop or enhance a flexible workplace policy
- 70 policies or programs created or expanded
- Collect Best Practices

FY04 Highlights

- ✓ 87 employers registered in project
- ✓ 81 volunteer mentors
- ✓ 61 policies or programs were created or expanded
- ✓ Nearly two-thirds of participating employers have established or enhanced existing flexible workplace policies

Past Projects



Girls E-Mentoring in Science, Engineering, and Technology

Online mentoring project encouraging girls to pursue careers in SET fields

- Links volunteer women mentors in SET field with girls 13-18 through email and website
- Features an online Q&A daily digest with questions from girls answered by mentors
- "How-to" Manual and Archives of Questions and Answers now available through website
- Project continues through University of Illinois at Chicago who manages website and listserv including Daily Digests

www.gem-set.org

Online Learning for Single Mothers

Project that connected single mothers with online training leading to increase in wages, promotion, or employment

- Web-based project in collaboration with New Jersey Department of Labor and county workforce centers
- Single mothers received computers and access to wide range of IT courses through Internet
- Project adopted and being expanded by New Jersey Department of Labor
- 92% retention rate
- 13% women entered degree program
- 10% women started new jobs
- 3% women earned a promotion
- 12% women received an increase in wages

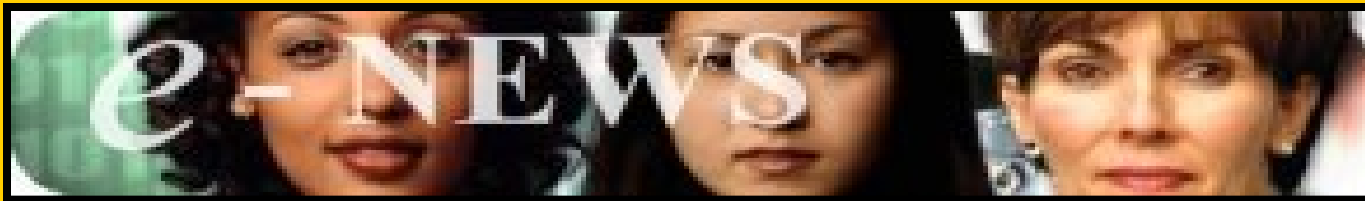
Employer Driven Older Women Workers Project

Project that connected older Hispanic and Asian American women with basic computer and life skills training in Dallas, TX and Chicago, IL

- Women accessed entry-level and career ladder positions with CVS
- 44% of project participants placed in jobs upon graduation



Outreach



E-News

Electronic newsletter featuring Women's Bureau projects
and other news of interest to working women

Distributed to organizations serving over 1,000,000 women and men

Women's Bureau Video

Showcasing **Better Jobs! GEM-SET**, **Better Earnings! Wi\$e Up**, and **Better Living! Flex-Options**

Women's Bureau 85th Anniversary Celebration

U.S. Department of Labor Great Hall event planned for June, Washington, D.C.

Handbook on 21st Century Working Women

Commissioned to Employment Policy Foundation
Scheduled for release for Women's History Month in March

Outreach

FY2005 Women's Leadership Forums

Information sessions for leaders to share ideas and to learn about
Women's Bureau demonstration projects

January to September 2005

27 projected forums, most lead by Regional Administrators

Each event attended by 20 to 25 potential partners from faith-based organizations, chambers of commerce, employers, local industry, and state and local governments



Women's Leadership Forums

FY2004 Forums

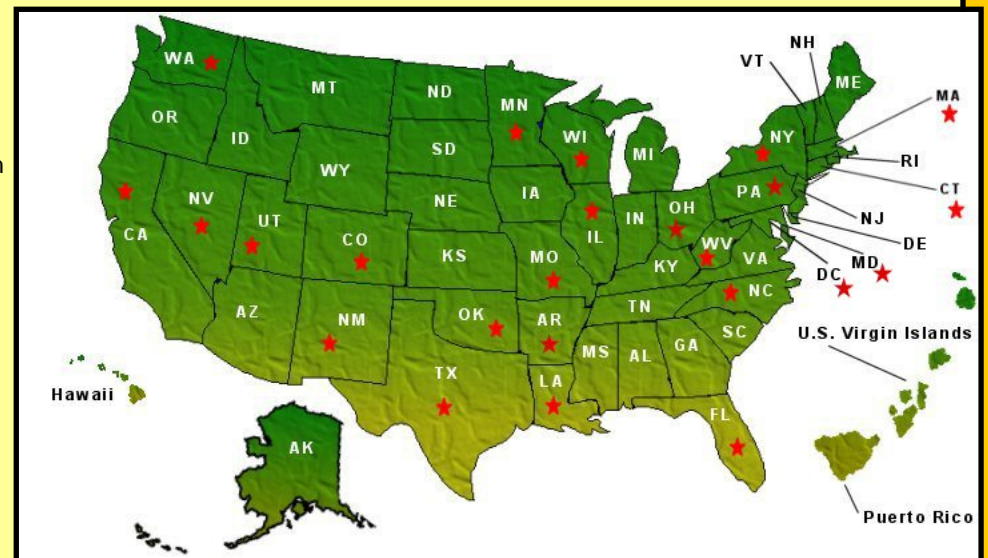
Miami, FL (February 21) Burger King Corporation
 Diablo Valley, CA (February 25) Women in Business Group
 Hartford, CT (March 25) Metro Hartford Alliance
 Albuquerque, NM (April 8) Bank of America
 Kansas City, MO (April 13) Greater Kansas City Chamber of Commerce
 St. Louis, MO (April 14) St. Louis Regional Commerce and Growth Association
 Chicago/Evanston, IL (April 21) Northwestern Council of 100 Leadership Forum
 Springfield, IL (April 22)
 Salt Lake City, UT (April 27) Utah Commission for Women and Families
 Denver, CO (April 28) Metro Denver Chamber Foundation
 New York, NY (May 12) Care-Givers on Call
 Houston, TX (May 18) J.P.Morgan Chase Bank
 Boston, MA (June 15) Goodwin Procter, LLP
 New Orleans, LA (June 24) Cenergy Corp, Schlumberger All Field Services
 Raleigh, NC (June 29) Laura Bingham, President of Peace College
 Charleston, WV (June 30) Jane Carter
 Pasadena, CA (July 15) Women at Work and Bank of America
 Minneapolis, MN (July 20) Minnesota Commission on the Economic Status of Women and the College of St. Catherine
 Las Vegas, NV (July 21) Nevada Power, SBA, and Women Impacting Public Policy
 Oklahoma City, OK (July 28) Oklahoma State Chamber
 Madison, WI (August 19) Wisconsin Women of Color
 Columbus, OH (September 15) Victoria Green, the National Association of Women Business Owners, Columbus Chapter and Office of Ohio Treasurer Joe Deters
 Little Rock, AR (September 21) Martha McCaskill of Roddy McCaskill Realty
 Annapolis, MD (September 30) The Tidings Corporation, BankAnnapolis

FY2005 Forums

Philadelphia, PA (October 1) International Association of Jewish Vocational Services
 Washington, DC (October 5) The Tidings Corporation, West Financial Group, and the National Museum of Women in the Arts
 Seattle, WA (October 7) The Greater Seattle Chamber of Commerce

National Women's Leadership Summit Washington, DC (October 17-18), WE Inc.

Location, Dates and Partners



Women's Bureau

200 Constitution Avenue, NW
Washington, DC 20210
202.693.6710

1.800.827.5335

www.dol.gov/wb

Region 1: Boston

Jacqueline Cooke, RA
617.565.1988

Region 2: New York

Mary C. Murphree, RA
212.337.2389

Region 3: Philadelphia

Lucia Bruce, EOS
215.861.4860

Region 4: Atlanta

Delores Crockett, RA
404.562.2336

Region 5: Chicago

Nancy Chen, RA
312.353.6985

Region 6: Dallas

Beverly Lyle, RA
214.767.6985

Region 7: Kansas City

Rose Kemp, RA
816.426.6108

Region 8: Denver

Frances Jefferson, RA
303.844.1286

Region 9: San Francisco

Jenny Erwin, RA
415.975.4750

Region 10: Seattle

Manuelita Ybarra, EOS
206.553.1534